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**West Vincent Township  
Human Relations Commission**

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March 25, 2024 7:00 PM**

Call Meeting to Order

Attendance

Approve Meeting Minutes

- February 26, 2024 meeting minutes. Minutes adopted.

Old Business

- Language Access Policy

Board feels it is not necessary to have a written policy. Isn't going to act on it. Has anyone on the township staff been trained on language access obligations under state and federal law? Bernie said no, but is sure people could figure it out.

Bernie stated that the police would act on behalf of the township if someone spoke a language other than English. Bernie advised the Commission to raise this issue at the next BoS meeting. Bernie said will ask to put on the agenda.

- Proposed Ordinance Revisions

Circulated CROWN Act

Steve: issue with the hairstyle protections b/c other characteristics are immutable. Can choose to change your hairstyle.

Bernie mentioned the case of a Black wrestler in Texas who was required to cut his cornrows. Whatever action this Commission could take to protect against that in this Township, would be helpful.

Julie: Agreed that natural hair is disfavored in dominant White culture and should not be acceptable to terminate a person, to exclude them from a public place or exclude the from

housing.

Eric: The purpose of the Commission is about hearing complaints and seeking resolutions; not government overreach. Helpful to hear from different voices on this topic.

Solicit Speaker: InterFaith coalition, and Diversity in Action

Next step: draft a proposal and send to the BoS to consider.

- Community Education and Outreach

NB: There is no link to the Complaint form online: the link just goes to the Ordinance.

Bernie will follow up with the township administrator to fix this.

Eric drafted some images for proposed memes to drive traffic to the HRC webpage. Create multiple images; an initial eye-catching image and then a follow up with more details. Can individualize to protected classes.

Eric requested a list of protected classes to use in creating outreach materials.

Discussed getting input on the proposed artwork from members of the protected classes.

Eric will circulate a punchlist to review and discuss at the next meeting

Discussed outreach to affinity groups; e.g. Equality Alliance

Made connections with PFLAG group at Own J. Robert.

New Business

None

Comments/Concerns

None

Adjourn